

# State of Idaho

## Certified Public Manager Program

### Trainers

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#### Les Alm, PhD

##### **Courses: Applied Statistics for Public Administrators and Policy Administration**

Professor Alm is the Chair and the Director of Graduate Studies for the Department of Public Policy and Administration at Boise State University, which includes overseeing the MPA (Master of Public Administration) program. In the MPA Program he teaches Administration in the Public Sector, Research Methods, Environmental Regulatory Policy, Science, Democracy, and the Environment, and Assessment, which is also the capstone course for all MPA students. Professor Alm's primary research emphasis is in environmental policy with specific attention to the U.S./Canada relationship. He has been with Boise State University since 1991 when hired as an Assistant Professor.

Alm holds a Ph.D in Political Science from Colorado State University (1990), a M.A in Educational Administration from Colorado State University (1981), and a B.S in Engineering from U.S. Military Academy, West Point, New York (1973).

Prior to Alm's work at Boise State University he was an Assistant Professor at Bowling Green State University in Bowling Green, Ohio from 1990-1991. He was a High School Teacher from 1979-1989 in Ft. Collins, Colorado and was a Field Artillery Officer in the U.S. Army from 1973-1978.

He has published over 40 articles for professional journals.

#### T.J Brown, PhD

##### **Courses: What Great Manager's Do, Organizational Transformation, Capstone**

For more than 25 years, T. J. Brown has devoted his career efforts to organizational and employee development. In 2003, T.J. co-founded and is a Principal of *Oasis Consulting Services*, a firm specializing in individual and organizational development. He leads consulting efforts, executive

seminars, and organizational studies that enable leaders and managers to clarify and reach consensus on their priorities and plans for organizational renewal. His efforts have been devoted exclusively to the public sector for over 15 years.

Dr. Brown has conducted organizational assessment surveys and developed and presented seminars and train-the-trainer programs for more than 100 government agencies and corporations. For example, he directed the development of *Profiles in Government Leadership*, a multi-level series of organizational and individual development programs designed to meet the unique needs of the public sector. These programs include 12 hours of broadcast-quality interactive video case studies, based on actual experiences of government managers and individual contributors.

From 2000 to 2005 Dr. Brown continuously assisted the Naval Surface Warfare Center, Dahlgren Division, in implementing its comprehensive workforce development system. These efforts involved the design and delivery of multiple training programs for all levels and functions in this workforce. Two five-day courses he was instrumental in designing and has facilitated many times are the *Senior Leaders Program* for top-level employees (GS-15 or equivalent) and the *Mid-Level Leadership Program* for emerging leaders. A similar project for the Internal Revenue Service included design and facilitation of a two-week leadership program for GS-15 managers and a five-day *Strategic Decision Making* course for managers at the GS-13 level and above.

Dr. Brown is accomplished in designing and developing diagnostic instruments that enable self-assessment for course participants and/or survey feedback from their customers, associates, employees, or others with whom they work. For example, he recently led a Project Team to conduct an *Organizational Health Assessment* for the South Dakota Department of Transportation. This included developing the organizational survey, administration of the survey online to the over 900 employees in the Department, and statistical analysis of the results. Every manager received the survey results for his or her work unit on which to base action plans for improvement and the aggregate results for the Department serve as a cornerstone in the senior leadership's strategic planning process. Dr. Brown has directed similar projects for the Florida Department of Transportation and Delaware Health and Social Services.

Dr. Brown is currently serving as part of the faculty of both Nevada's and Idaho's *Certified Public Manager* programs, as well as Cleveland State University's *Local Officials Leadership Academy*. This work has included design of a 360O assessment instrument, the *Leadership & Management Practices Inventory*.

### **Education**

· Ph. D., Educational Psychology, Research and Evaluation, Florida State University

- Advanced Graduate Study in Organizational Behavior and Analysis, Kent State University
- Advanced Graduate Study in Development & Educational Psychology, University of Pittsburgh
- M.S., Education, University of Central Arkansas
- B.A., Psychology, University of New Mexico
- Myers-Briggs Type Indicator Certification

***TJ can be reached at 702-562-3695, or [tj@consultoasis.org](mailto:tj@consultoasis.org)***

## **Kay Christensen**

### **Course: Administrative Law and Rule Making**

Deputy Attorney General Kay Christensen is the Chief of the Contracts and Administrative Law Division of the Office of the Attorney General. A University of Idaho graduate, Kay has been a practicing attorney for over 20 years. After interning for the Honorable J. Blaine Anderson, Judge of the United States Court of Appeals for the Ninth Circuit, she entered private practice in Boise. In 1990, she accepted a position in the Office of the Attorney General where she advised a broad range of state agencies and entities on issues of administrative law including the Administrative Procedures Act, Open Meeting Law, Public Records Law, legislative process, rules promulgation, and contracts issues. Her clients included licensing boards such as the Idaho Board of Nursing and the Board of Veterinary Medicine; agencies like the Division of Building Safety, Idaho State Historical Society, Lava Hot Springs Foundation and Office on Aging; and commodity commissions including the Idaho Wheat Commission, the Idaho Pea and Lentil Commission, and the Rangeland Resources Commission, among others. A past president of the Idaho Fourth District Bar Association, Kay currently chairs the Character and Fitness Committee of the Idaho State Bar.

## **Jeff Craig**

### **Courses: Effective Writing and Effective Presentations**

Jeff Craig gained solid corporate training experience by logging over 3000 classroom hours in both international and domestic business environments. In 2007, Jeff returned to Idaho after a two-year assignment in Japan where he developed cross-cultural business training and consulted with Japanese training managers. Other professional experiences include his work as the first education director at The Discovery Center of Idaho and as curriculum director at PCS Edventures, an early player in online educational programming. His recent work has focused on managing international training projects, aligning business processes among global training groups, and facilitating cross-cultural business communication.

He has led various educational projects funded by the National Science Foundation, NASA, Idaho Department of Fish and Game, and the Idaho Department of Education. His most valuable professional challenge was the five years he spent at the Idaho School for the Deaf and Blind teaching math and science in sign language.

## **Joyce Davis**

### **Courses: Systems Thinking and Report Writing**

Joyce Davis is the VP of Business Development for TIP, and assists with session content development and co-facilitation of certain programs.

Joyce has served in a wide range of roles in logistics, quality, employee development, finance and manufacturing operations with Hubinger, Starkist, Heinz Pet Products and Ore-Ida Foods. Following her career with H. J. Heinz, Joyce relocated to Singapore and was instrumental in establishing an international commodity-brokering firm in Southeast Asia. BHC Enterprises has offices in Singapore, Jakarta and Manado, Indonesia.

Her extensive business background and experience allows her to assess client needs, structure session content to meet employee development needs, and support business goals in delivering effective training.

## **Richard L. Gardner, PhD**

### **Course: Principles for Partnership**

Richard Gardner is the principle consultant at Bootstrap Solution, a firm specializing in rural development, economics, strategic planning, and group facilitation. From 1992 through July 2001, Dr. Gardner was the executive director of the Idaho Rural Partnership. For the prior nine years, Dr. Gardner was a policy economist in the Idaho Division of Financial Management, working on agricultural, natural resource, rural development, and tax issues.

Dr. Gardner is widely published and has participated in over 200 workshops on rural development. He has facilitated the creation and delivery of numerous rural programs and projects. Dr. Gardner received USDA's top achievement, the Honor Award for Public Service, from Secretary Dan Glickman in 2000 for his work with IRP. Dr. Gardner was given the Ron Shaffer Award for Collaborative Leadership by the National Rural Development Partnership in 2001.

With degrees in resource economics from Colorado State, Minnesota, and Michigan State Dr. Gardner has more education than is normally good for a person. He was born and raised in the little town of Vicksburg, Michigan, and tries to keep up with his four children. Dick is a regular

distance runner, physical appearance notwithstanding, and has completed three marathons. His favorite pastimes are to enjoy rural Idaho via whitewater raft, horse, or backpack.

## **Larry Gebert**

### **Course: Effective Presentations**

Larry Gebert, broadcaster with NewsChannel 7 since 1992, works as a Meteorologist and the System Administrator for the computer networks.

Larry began his broadcasting career in 1977 working for a radio station while he was completing his degree at Carroll College in Helena, Montana. He began working in television the following year in Great Falls, Montana as a Sports Caster where he eventually became News Director in 1980. He also worked in Billings, Montana for 3 years before moving to Boise in 1983.

Larry is very active in the community, and with his wife Julie, son Austin and step sons Michael and David.

When his not in the KTVB studio predicting the weather, Larry's hobbies include, computers, skiing (water and snow), and coaching his sons' teams.

## **Bayard Gregory, PhD**

### **Courses: The Organization as Culture and Emotional Intelligence**

Dr. Bayard Gregory earned bachelor's and master's degrees in Sociology from Long Beach State University in southern California and a PhD in Adult Education and Organizational Learning from the University of Idaho. His graduate studies focused on human resource development, group processes, and conflict management. Bayard teaches courses in both the Sociology Department and Dispute Resolution Program at Boise State University and consults actively – presenting workshops, facilitating groups, and mediating disputes.

More specifically, Bayard has 19 years of college teaching experience and over 900 hours of professional practice as a mediator and group facilitator. Additionally, Bayard's consulting experience includes more than 2,600 hours making professional presentations on interpersonal communication, group and organizational processes, conflict management, and personal development.

## **Gregory Hill, PhD**

### **Course: Policy Analysis & Decision Making**

Gregory Hill is Assistant Professor of Public Policy & Administration and Director of the Applied Research Program at Boise State University. He completed his Ph.D. at Texas A&M University in 2006. He earned his MPA from Idaho State University. His interests center on public management, administration, and policy theory. He has written articles for *The Oxford Handbook of Public Management* (2005) and the *Journal of Public Administration Research and Theory* (2005) and has presented papers at several conferences including the annual meetings of the Southwest Political Science Association (2003) and the Midwest Political Science Association (2004). His research centers on the influence of constituents on governance.

## **Dwight Johnson**

### **Course: Legislative Protocol**

Dwight Johnson is currently the Administrator of the Employment & Training Division for the Idaho Department of Labor where he oversees federal employment and training programs in Idaho. During his 13 years in public service Dwight has also served as Executive Director of the Idaho State Board of Education, Assistant Deputy Director for the Department of Commerce and Labor, Public Affairs Division Administrator for the Department of Labor, and as Interim Executive Director of the Idaho Rural Partnership. He currently serves as a member of the College of Western Idaho's Advisory Council and is a past member of the Governor's Workforce Development Council, the Governor's Science and Technology Advisory Council, and the Governor's Welfare Reform Taskforce. He is a former Commissioner of the Western Interstate Commission for Higher Education.

Dwight holds a Masters in Public Administration from Boise State University (1998) and a B.A. in Political Science from Brigham Young University (1983). He is currently a Ph.D. student at the University of Idaho, Boise Center majoring in Adult Learning and Organizational Leadership.

## **Julie G. Levitt**

### **Course: Effective Writing**

As a Corporate Trainer/Textbook Author, Julie has operated her own Boise-based firm since 1990, providing professional, results-oriented training. She is a national best-selling author specializing in the areas of career development, communication, motivation, business writing/editing, English usage, and presentation skills.

Julie is a Doctoral Candidate for University of Idaho, Adult Education and holds a Master of Arts, Vocational Education, California State University at Sacramento.

As a publisher, Julie has written two college textbooks published by South-Western Educational Publishing Company, several articles in national journals, and numerous instructional books for Boise State University, the State of Idaho, and for her own training firm. She also maintains a comprehensive web site focused on career-development: [www.yourcareer.swep.com](http://www.yourcareer.swep.com)

Her clients include many leading corporations in Idaho, Idaho State Government, and Florida Association of Postsecondary Career Colleges; California State University at Sacramento.

## **Diane R. Ludgate, Ph.D**

### **Course: Myers-Briggs Type Indicator & Communication**

Diane Ludgate is President and founder of Innovative Training Concepts, Boise, Idaho which specializes in organizational training as well as instructional design, in the area of human performance improvement.

Over the past twenty years Ludgate has focused on innovative organizational and human resource development. As an international consultant to business and industry, Ludgate applies psychological principles to communication, sales training, team building, and professional presentation skills to increase effectiveness in organizational training and management development.

Prior to forming Innovative Training Concepts, Ludgate handled national sales management, human resource development, and training positions within international corporations.

Ludgate brings a fresh, new style to her training relying on the importance of audience interaction and involvement and the 3-Es of training to get her message across- Educate, Energize, and Entertain.

Ludgate has published numerous business articles and is a qualified facilitator of the Myers-Briggs Type Indicator.

She is a professional member of the American Society for Training & Development and the Association of Psychological Type.

## **Harold L. Malterre**

### **Courses: Problem Solving, Leadership, and Project Management**

Hal Malterre is currently with Northwest Training and Development.



Hal's professional experience includes 20 years as a senior executive with Dillingham Corporation, a multi-billion, multi-national corporation formerly headquartered in Hawaii with 5 years as President and CEO of Dillingham Maritime Pacific. Dillingham Maritime Pacific owned and/or operated shipyards in Indonesia, Hawaii, New Zealand, and Guam.

Mr. Malterre has done management consulting for the past 18 years focusing on strategic planning and organizational development, market positioning, employee training, management development, and team-building. His Master's thesis focused on incorporating future forecasting into the Dillingham Corporation strategic planning process. He is an experienced facilitator.

Mr. Malterre held a faculty position for five years at Kauai Community College at the University of Hawaii, coordinating the Small Business Center developing the Certificate of Completion Program in Entrepreneurship, the first such credit program within the University of Hawaii.

Mr. Malterre holds a Master's degree in Business Administration from Pepperdine University School of Business and Management. He is a graduate of the Stanford University Graduate School of Business Executive Program. Hal's Bachelor major is Economics.

## **Suzanne McCorkle, PhD**

### **Course: Negotiation and Mediation**

Dr. McCorkle arrived in Boise in 1978 after completing her doctorate in Communication at the University of Colorado at Boulder. For ten years she directed Boise State University's (BSU) speech and debate team. From 1994 to 2000, Dr. McCorkle was the Associate Dean of the College of Social Sciences and Public Affairs and served as Intern Dean from 2000-2002. Currently, Dr. McCorkle serves as Professor of Communication and the Director of BSU's Office of Conflict Management Services.

Dr. McCorkle is a past President of the Women's Caucus of the National Communication Association, the Northwest Communication Association and the National Organization for the Study of Women and Communication. She is a recipient of the BSU Faculty Library award and was selected by BSU's student newspaper staff as the first "Hot Prof" honored for outstanding teaching. She is listed in *Who's Who in Entertainment*, *Who's Who in the West*, *Who's Who in the Media and Communications*, and *Who's Who in American Education*. In 1996 the Office of Conflict Management Services that she directs received the Idaho Peacemaker Award from the Peaceful Settlements Foundations and she received the Idaho Peacemaker of the Year award in 2002 from the Idaho Mediation Association.



Dr. McCorkle publishes on a range of topics relating to public argument and conflict management. She is the author and webmaster of an internet site on Idaho Orators and the Interpersonal Conflict section of the soon to be published *Electronic Encyclopedia of Communication* provided by the Communication Institute for Online Scholarship. Her co-authored *Introduction to Mediation* textbook is scheduled for publication in late 2003.

Dr. McCorkle consults, presents workshops, and delivers keynote speeches to regional corporate and public entities. Her training specialties include conflict management, mediation, and public speaking.

## **Janet Mills, PhD**

### **Courses: Awareness to Action, Communication for Managers, and Organizational Politics and Power/Influence**

Dr. Janet Mills has been Professor of Public Policy and Administration, and Professor of Communication, at Boise State University since 1989. She teaches courses in communication, management, and organizational behavior. She has published or presented more than 65 scholarly papers.

Dr. Mills earned her undergraduate degree from the University of Cincinnati, and earned her MA and Ph.D. at the University of Kansas. She served as Professor of Human Relations at the University of Oklahoma for twelve years.

Dr. Mills maintains a lively consulting practice. She has made hundreds of presentations to professionals in the public, voluntary, and private sectors. Presentations include: Extraordinary Leadership, and Exquisite Communication.

Her motto is: "Have mouth, will travel."

## **Connie Pratt**

### **Course: Managing Your Workforce**

Connie Pratt retired as the State Training Manager within the Division of Human Resources, State of Idaho. She was the Team Leader for the Workforce Development team, administering State-wide training, development, and education programs. Her responsibilities included administration of the Certified Public Manager Program, succession

planning activities, management and supervisory development, and professional skill-building for State employees.

Connie has over 25 years of involvement with training delivery and management of training in Idaho State Government. She holds a Masters Degree in Public Administration from Boise State University.

## **John Rumel**

### **Course: Employment Law 101**

John Rumel grew up in Southern California, studied, practiced and taught law in Northern California and, for approximately the past fifteen years, has lived and practiced law in Idaho.

John received his bachelor's degree in history and politics from the University of California Santa Cruz in 1977 and received his J.D. from Hastings College of Law in San Francisco in 1981, having served as an editor on the Hastings Constitutional Law Quarterly. He then served as a law clerk to federal Judges William T. Sweigert and Robert P. Aguilar in the Northern District of California. After his clerkship, John practiced law in San Jose, emphasizing general civil, commercial and real property litigation, and in San Francisco, where he was a partner in a law firm specializing in antitrust and unfair competition law. While in San Francisco, John taught Legal Writing and Research at Hastings and also served as an arbitrator.

From 1990 to 1993, John served as a Visiting Assistant and Visiting Associate Professor of Law at Santa Clara University School of Law. While at Santa Clara, John taught Civil Procedure, Remedies, Constitutional Law and Legal Writing and Analysis and also served as an on-site director of the Law School's International and Comparative Law Institute's (now the Center for Global Law and Policy's) Summer Study Programs in Singapore and Hong Kong. He also served as a volunteer attorney in the San Francisco Bar Association's Homeless Advocacy Project.

In 1993, John moved with his family to Idaho where he initially practiced law with a firm emphasizing products liability, professional malpractice, education and employment law. From 1995 to the present, he has served as the first (and only) in-house General Counsel for the Idaho Education Association, the statewide teachers union. In that capacity, John has represented the IEA, its local education associations and members in fora ranging from local school board hearings to the Idaho Supreme Court and the Ninth Circuit Court of Appeals. His practice has predominantly involved employment and labor law litigation and appeals in state and federal court. During that time, John has lectured and written extensively on topics related to his practice and has also served as an adjunct instructor in the University of Idaho's (Boise Campus) College of Education.

John lives in Boise with his wife, Kathe Alters, and their daughter and son. He enjoys collecting and listening to American roots music (Folk, Blues, Alt-Country, Rhythm and Blues, and Rock and Roll), playing tennis and skiing.

## **Jennifer Sohn**

### **Courses: Systems Thinking and Report Writing**

As the founder and President of TIP, Jennifer Sohn designs and delivers customized training seminars and provides one-on-one coaching and team intervention.

She earned an M.A. in Curriculum and Instruction from Boise State University. Jennifer has been an educator, public speaker, and business consultant for over thirty years. Her energy and commitment to excellence in the teaching profession won her the title of Idaho State Teacher of the Year for 1988-89.

She has traveled extensively as the spokesperson for Idaho education, serving on the Governor's Blue Ribbon Task Force for the Future of Idaho Schools and delivering keynote addresses and training seminars.

In 1991 she began a career with Ore-Ida Foods as a corporate trainer. While there, she designed and launched the Total Quality Management, the Business Building/Cost Reduction Program, and the sexual harassment and Title VII compliance program.

After Heinz moved the Ore-Ida functions to Pittsburgh, Jennifer founded TIP and began serving a diverse clientele.

## **Dennis Stevenson**

### **Course: Admin Law and Rule Making**

Dennis Stevenson is the Administrative Rules Coordinator for the State of Idaho with the Department of Administration. Dennis has worked for the State of Idaho for 17 years, and started with the Office of the Administrative Rules Coordinator as the Assistant Rules Coordinator when the office was created in 1992.

Dennis is the managing editor of both the Idaho Administrative Code and the Idaho Administrative Bulletin and is the legislative and agency liaison for the office. He also conducts training workshops for state employees and the public in administrative law, rule promulgation, rule writing, and Idaho Administrative Procedure Act compliance.

Dennis is the immediate past president of the Administrative Codes and Registers Section of the National Association of Secretaries of State and is now an emeritus member of that organization.

Dennis holds a Bachelor of Arts degree in History from Boise State University and is a 2006 graduate of the CPM program.

## **Michael E. Tomlin, EdD**

**Courses: Critical Thinking, Mental Models, Shared Vision, Personal Mastery, Team Learning, and Strategic Planning & Performance Measurement**

Dr. Michael Tomlin is Professor of Management at George Fox University. He currently serves as Director of their MBA Program located in Boise, Idaho.



Mike has a strong academic background, serving 13 years on the graduate faculty at the University of Idaho, and significant experience in business, as one of the founders of the Rocky Mountain Leadership Network, and currently a principal with the Selway Leadership Group, consulting in leadership, critical thinking, and strategic communications. He has authored over 150 publications including the widely adopted training book for school leaders "*Instructional Leadership*." Mike is also an award-winning journalist, who for five years wrote two syndicated newspaper columns, *In My America*, and *On the Right Side of Education*.

Mike is a student of leadership, and organizational behavior and change. In recent years Mike's keynote speaking and teaching engagements have taken him to London, England, and Taiwan. Since 1995 he has taught annually at various leadership academies, teaching and training professionals representing America's finest organizations. Additionally he has taught graduate seminars on leadership and organizational theory on the *Viking Serenade*, of the Royal Caribbean Cruise Lines.

Mike holds a Doctorate from the University of Wyoming; a Master of Adult Education Degree from Oklahoma Central State University; and a Bachelor of Science Degree from Southern Nazarene University. He is a member of Phi Delta Kappa, the National Association of Scholars, the World Future Society, American Society for Training and Development, and numerous other organizations. He is listed in Who's Who International of professionals.

## **James Weatherby, PhD**

### **Course: Politics in State Government**

Dr. James Weatherby was Director of the Public Policy Center at Boise State University, Director of the Social Science Research Center, and an associate professor for the Department of Public Policy and Administration until his retirement in June, 2006.

Dr. Weatherby is a co-author of *The Urban West: Managing Growth and Decline and Governing Idaho: Politics, People, and Power*.

Weatherby is chair of the Idaho State Planning Committee on the "Help America Vote Act." He is also a board member of the Sage Community Resources, Inc., and the Idaho Tax Foundation.

In 1998, the Idaho City Clerks, Treasurers, and Finance Officers Association named their highest award "The James B. Weatherby Service Award." It is given annually to a person who has rendered outstanding service to Idaho cities.

Weatherby is a former executive director of the Association of Idaho Cities and was a member of the Board of Directors of the National League of Cities. He has also served on the faculty at the University of Idaho and Northwest Nazarene University.

## **Stephanie Witt, PhD**

### **Course: Applied Ethics and Intergovernmental Relations**

**Dr. Stephanie Witt** is Director of the Public Policy Center and the Social Science Research Center at Boise State University. She is also a Professor in the Master of Public Administration (MPA) program and Director of the MPA Internship Program.

Stephanie Witt began her career at Boise State in 1989 as a political science professor, after receiving her doctorate from Washington State University in Pullman, Washington. She chaired the Political Science Department for six years, has served as Interim Associate Dean for the College of Social Sciences and Public Affairs, and was Associate Vice President for Academic Affairs for nearly six years.